

HOTCHKISS

Walter Crain Fellowship

The Walter Crain Fellowship program is a partnership between The Hotchkiss School and the Klingenstein Center, Teachers College at Columbia University. The program honors Walter Crain, the first African American educator and administrator at the Hotchkiss School. Walter Crain was an educator known for his care and devotion to students and to the School. Hotchkiss seeks to attract individuals who have demonstrated a commitment to working with diverse and/or historically underrepresented populations in education and who are inspired to pursue leadership careers in schools. *The fellowship start date is August 2023.*

Appointed for four years, Crain fellows will work primarily in one of the School's main academic or administrative departments (admissions, college advising, teaching, alumni and development, or the business office) and will also pursue a Master's degree in Private School Leadership in collaboration with the Klingenstein Center. As a complement to the mentorship provided by the Klingenstein program, each Walter Crain Fellow will have mentors within the Hotchkiss community. During their four-year tenure, Crain Fellows will participate actively in all aspects of community life through service in Hotchkiss' residential, advising, and co-curricular programs.

In the 2022-2023 school year, 41 percent of Hotchkiss students are U.S. students of color, 13 percent are international, and 96 percent of students are boarders from 29 countries and 37 states in the U.S. The School is eager to accept applications from individuals who are excited to support an inclusive and warm learning community for students from a wide array of backgrounds and experiences.

Qualifications:

The ideal Walter Crain Fellow will be an educator with at least 5 years professional experience in a school or higher education setting. They will aspire to be a leader and mentor, and will demonstrate or will have a strong interest in developing deep cultural competencies both in themselves and in others as part of their approach to leadership and community building. Successful candidates will have a demonstrated ability to make authentic connections with BIPOC (black, indigenous, and people of color) students and colleagues.

In the 2023-2024 School year, the School welcomes applicants with a wide range of interests. The School is particularly interested in attracting candidates with backgrounds in STEM and humanities-related fields. We also welcome interest from candidates with training in Black Studies or similar fields, as well as from those with an interest in curriculum development and change.

Duties & Responsibilities:

Hotchkiss faculty participate actively in all aspects of community life through service in Hotchkiss' residential, advising, and co-curricular programs. Typical responsibilities of a Walter Crain Fellow member include teaching or administrative responsibilities, coaching in one season of a co-curricular team or the equivalent, regular duty in our residential program, and participation in a robust mentoring program.

Full-time faculty members are generally expected to obtain a public service endorsement on their CT driver's license within the first year of employment, so that they may drive students in school vehicles.

Compensation:

Salary is competitive and commensurate with experience and education level. In addition to housing, Hotchkiss provides a comprehensive benefit package, which includes a variety of health insurance offerings, dental, vision, life, and short- and long-term disability offerings, HSA/FSA options, and retirement benefits through TIAA. Fellows accepted into the Klingenstein program receive full tuition paid by Hotchkiss while they are employed.

Ample funding exists to support participation in professional conferences, workshops, and travel. Faculty are encouraged to enjoy meals in our dining hall while school is in session.

Application Information:

Through the online application process, located at Hotchkiss.org/careers, interested candidates should submit a cover letter that addresses interest in teaching at Hotchkiss with particular focus on the ability and interest in working in an intentionally diverse and inclusive residential community. The cover letter should also address the applicant's interest in school leadership.

Applicants should also submit their résumé/CV, a statement of teaching philosophy, relevant college and graduate school transcripts, and contact information for three references. The School is committed to building and supporting a diverse community where all feel safe, seen, and supported. Successful applicants will address their ability to contribute to a warm, inclusive, and exciting learning environment.

APPLY NOW!

The essential functions and basic skills have been included. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate.

Given the persistent risks of the spread of the Covid-19 virus, all employees of the School are required to be fully vaccinated by their first day of work as a condition of employment. Employees who are unable to receive the vaccine due to disability, medical condition, or a sincerely held religious belief may request an exemption, which will be reviewed by the School to determine the availability of any reasonable accommodations.

The Hotchkiss School is an equal opportunity employer and is committed to basing judgments concerning the employment of individuals upon their qualifications and abilities. The School is firmly committed to equal employment and advancement opportunities for all employees and applicants in all phases of the employment process (including recruitment, hiring, assignment, terms and conditions of employment, compensation, benefits, training, promotion, transfer, discipline and termination). In accordance with applicable law, the School does not discriminate against any individual based on age, ancestry, color, genetic information, learning disability, marital status, past or present history of mental disability, national origin, physical disability, race, religious creed, sex, pregnancy, sexual orientation, gender identity or expression, veteran status, or any other protected characteristic.

Department: Associate Head of School/Dean of Faculty
FLSA: Exempt
Reports to: Director, Walter Crain Fellowship Program
Schedule: Academic Year, 9 months
Travel: Occasional